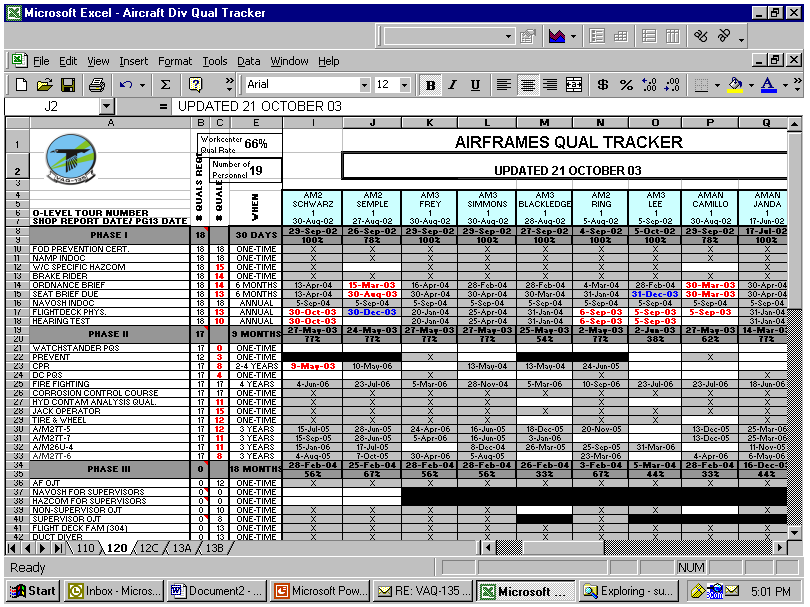
Sailor Training Continuum (STC)

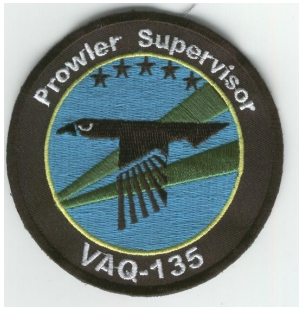
Objectives

- **Standardizes an integrated timeline for all Sailor qualifications**
  - **Professional, Personal, Leadership**
  - **First 3 vectors of Navy's 5 Vector Model**
- **"Habit of Achievement"**
- **Phased, prioritized qual plan for each Sailor**
- **Track workcenter qual readiness**
- **Model after Air Crew Training Continuum (ACTC)**

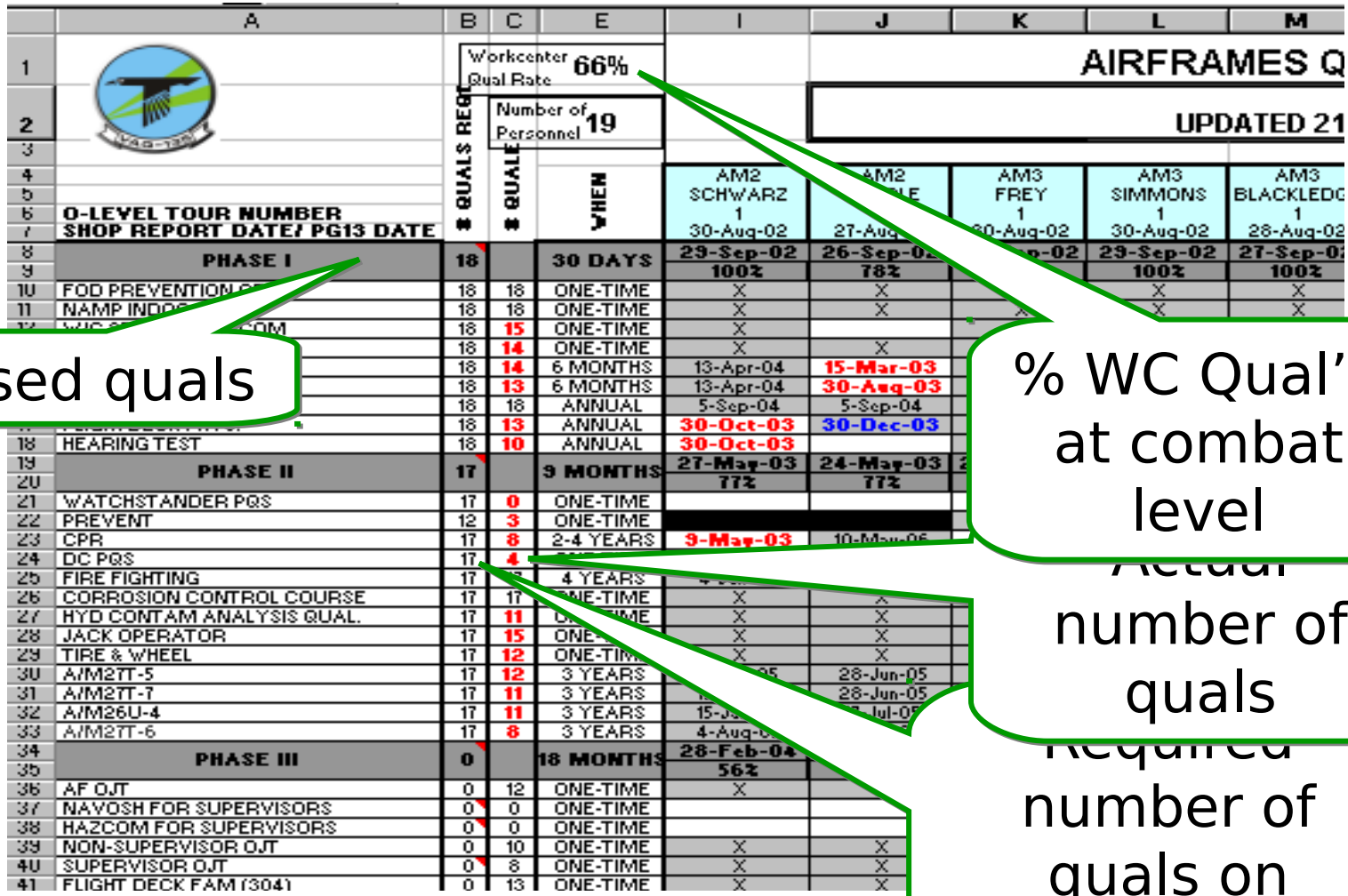
Overview

- **Enlisted career development plan**
  - **Day one to PRD**
  - **CPO Involvement**
- **Standardized Professional Development**
  - **Phased timeline**
  - **In rate qualifications**
    - **OJT, CDI, QAR, etc.**
    - **Support Equipment Licenses**
    - **Miscellaneous requirements**
  - **Non-rate training**
    - **Watch Standers PQS, EAWS…**
- **Milestones and Recognition**





Qualification Tracker



	A	B	C	E	I	J	K	L	M
1		Workcenter Qual Rate	66%			AIRFRAMES Q			
2		Number of Personnel	19			UPDATED 21			
3									
4		# QUALS REQ	# QUALS	WHEN	AM2 SCHWARZ 1 30-Aug-02	AM2 [illegible] 27-Aug	AM3 FREY 1 30-Aug-02	AM3 SIMMONS 1 30-Aug-02	AM3 BLACKLEDG 1 28-Aug-02
5									
6	O-LEVEL TOUR NUMBER								
7	SHOP REPORT DATE/ PG13 DATE								
8	PHASE I	18		30 DAYS	29-Sep-02	26-Sep-02		29-Sep-02	27-Sep-02
9					100%	78%		100%	100%
10	FOD PREVENTION	18	18	ONE-TIME	X	X		X	X
11	NAMP INDOC	18	18	ONE-TIME	X	X		X	X
12	WHS COM	18	15	ONE-TIME	X				
13		18	14	ONE-TIME	X	X			
14		18	14	6 MONTHS	13-Apr-04	15-Mar-03			
15		18	13	6 MONTHS	13-Apr-04	30-Aug-03			
16		18	18	ANNUAL	5-Sep-04	5-Sep-04			
17		18	13	ANNUAL	30-Oct-03	30-Dec-03			
18	HEARING TEST	18	10	ANNUAL	30-Oct-03				
19	PHASE II	17		9 MONTHS	27-May-03	24-May-03			
20					77%	77%			
21	WATCHSTANDER PQS	17	0	ONE-TIME					
22	PREVENT	12	3	ONE-TIME					
23	CPR	17	8	2-4 YEARS	9-May-03	10-May-05			
24	DC PQS	17	4						
25	FIRE FIGHTING	17		4 YEARS					
26	CORROSION CONTROL COURSE	17	17	ONE-TIME	X	X			
27	HYD CONTAM ANALYSIS QUAL.	17	11	ONE-TIME	X	X			
28	JACK OPERATOR	17	15	ONE-TIME	X	X			
29	TIRE & WHEEL	17	12	ONE-TIME	X	X			
30	A/M2TT-5	17	12	3 YEARS		28-Jun-05			
31	A/M2TT-7	17	11	3 YEARS		28-Jun-05			
32	A/M26U-4	17	11	3 YEARS	15-Jul-05	[illegible] Jul-05			
33	A/M2TT-6	17	8	3 YEARS	4-Aug-05				
34	PHASE III	0		18 MONTHS	28-Feb-04				
35					56%				
36	AF OJT	0	12	ONE-TIME	X				
37	NAVOSH FOR SUPERVISORS	0	0	ONE-TIME					
38	HAZCOM FOR SUPERVISORS	0	0	ONE-TIME					
39	NON-SUPERVISOR OJT	0	10	ONE-TIME	X	X			
40	SUPERVISOR OJT	0	8	ONE-TIME	X	X			
41	FLIGHT DECK FAM (304)	0	13	ONE-TIME	X	X			

Phased quals

% WC Qual'd at combat level

Actual number of quals

Required number of quals on combat cruise

Sustainment Plan

- **Level 1:** CMC presents at Monday Raven huddle (in RR on board ship)
- **Level 2:** WC supervisor presents
- **Level 3:** DivO / DivCPO presents
- **Level 4:** Dept Head presents
- **Level 5:** CO presents
- 7F/MWR funds initial patch. Can buy others if desired

1st & 2nd Sea Tour programs

- Same program

- 2nd Sea tour sailors have accelerated timelines

ailor Training Continuum (STC)

1st Sea Tour sailor

Level 1
Raven

Level 2
Black Raven

PC

Level 3
Prowler Qualified

OJT Completed

Level 4
Prowler QA
NOTE: Only exceptional 1st term sailors will reach this qualification in their 1st tour.

CDI or Equivalent

1 2 3 4 5

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42 43 44 45 46 47 48 49 50 51 52 53 54 55 56 57 58 59 60

Professional Dev

- Prof Trng Syllabus
- NAVOSH
- NAMP
- Sailor skills (Uniform, Watchstanding,
- PRT

Personal Dev

- Financial management (checkbook, allotments, TSP)
- Conflict resolution
- Human relations
- DAPA/Right Spirit/Prevent
- Mentor use

Leadership

- Leadership seminars

ailor Training Continuum (STC)

2nd Sea Tour sailor

Level 5
Prowler Supervisor

Level 4
Prowler QA

Level 3
Prowler Qualified

Level 2
Black Raven

Level 1
Raven

OJT Completed

CDI or Equivalent

QAR / WC Sup

											1												2												3												4												5
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60

Professional Dev

- Prof Trng Syllabus
- NAVOSH / NAMP
- PRT
- ORM Supervision

Personal Dev

- Financial management (TSP, etc)
- Conflict resolution / Human relations
- DAPA/Right Spirit/ADAMS
- Mentorship

Leadership

- LTC
- Leadership seminars

Level 1 Raven

- Squadron indoctrination program
- Completion goal 1 month on board
- PRs sew velcro on blue coveralls (right pocket)
- CMC awards level 1 patch as needed every Monday at shift change

Level 2 Black Raven

- Basic technician
- Completion goals
  - 1st Sea Tour Sailor: 18 months on board
  - 2nd Sea Tour Sailor: 6 months on board
- Includes time for TAD
- WC Supervisor awards Level 2 patch as needed every Monday at shift change

Level 3 Prowler Qualified

- On-the-job (OJT) syllabus complete
- Top qualification for most first term Sailors
- Completion goals
  - 1st Sea Tour Sailor: 42 months on board
  - 2nd Sea Tour Sailor: 12 months on board
- DivO/DivCPO awards Level 3 patch as needed every Monday at shift change

Level 4 Prowler QA

- CDI or equivalent syllabus complete
- EAWS complete
- Completion goals
  - 1st Sea Tour Sailor: Exceptional only
  - 2nd Sea Tour Sailor: 24 months on board
- Dept Head awards Level 4 patch as needed every Monday at shift change

Level 5 Prowler Supervisor

- WC Supervisor / QAR syllabus complete
- Awarded by completing quals, NOT for being assigned as a WC sup
- Completion goals
  - 2nd Sea Tour Sailor: 48 months on board
- CO awards Level 5 patch as needed every Monday at shift change

Mechanics of patching

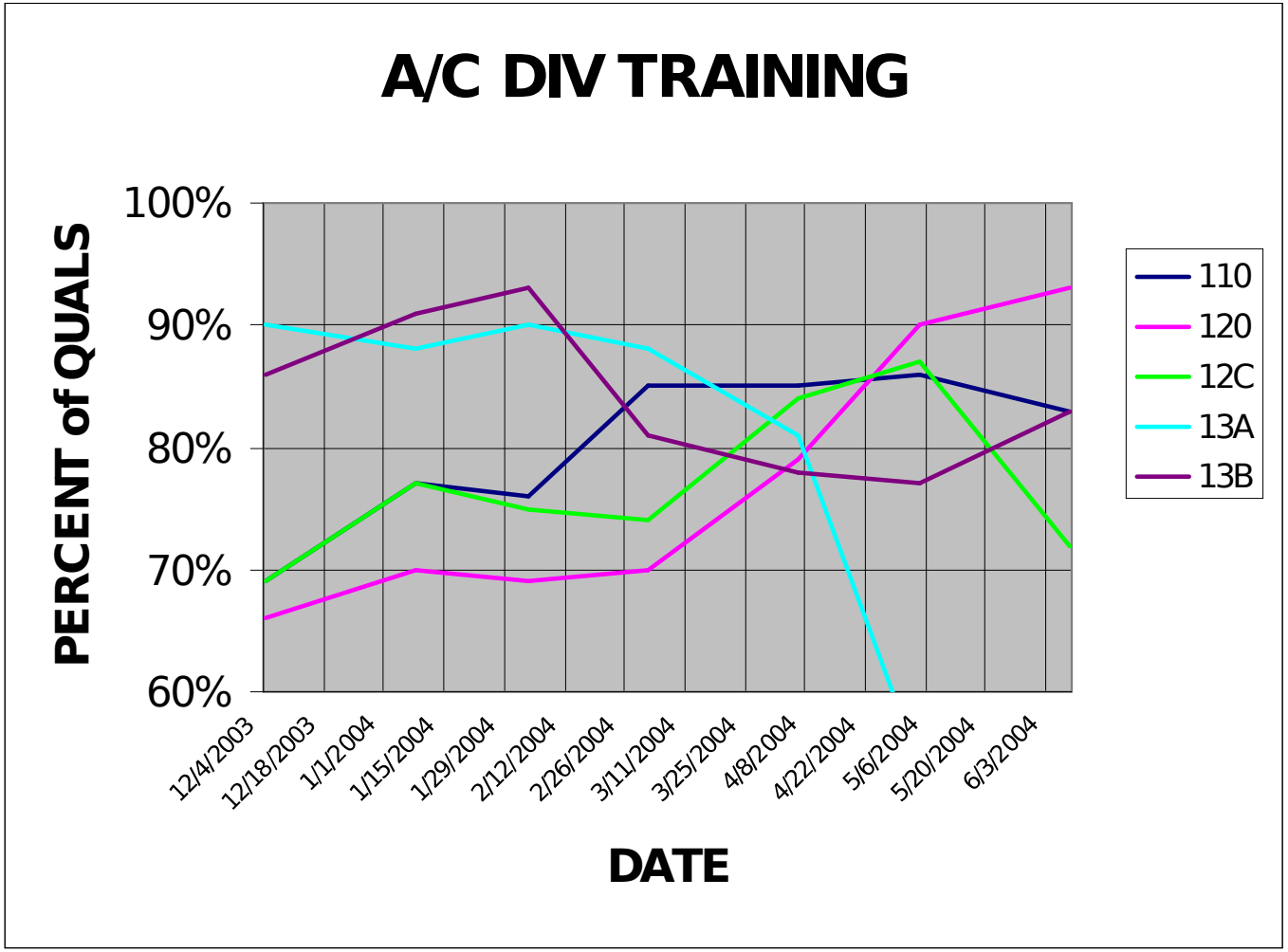
- **WC supervisor assigns required quals**
- **DivCPO approves (checks for qual balance)**
- **Sailor earns quals. AFTER entry into training jacket, DivO updates qual tracker.**
- **DivO emails AMO with request for patches. AMO has patches / coveralls ready for next Monday's Raven huddle.**

How do we change it?

- Individualized qual syllabus for each Sailor (DivCPO)
- # of qualification required per WC (DivO)
- Change to standard qual syllabus (AMO)
- Waiver to qualification after initial CPO assignment (AMO)
- Squadron instruction (CO)

Qual trend data

DivOs brief CO each month



World Famous Black Raven
Sailor Training Continuum (STC)

	Level 1 Indoc Complete	Level 2 Black Raven	Level 3 Prowler Qualified	Level 4 Prowler QA	Level 5 Prowler Supervisor
New Check-ins					
Name Name Name Name Name Name Name Name	Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name	Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name	Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name	Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name Name	Name Name Name Name Name Name Name Name Name

Questions?